UNITED STATES MARINE CORPS

Inspector General of the Marine Corps

Equal Opportunity Advisors' Conference Brief

IGMC

22 May 2002

Mission

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"....to be the eyes and ears of the Commandant."

Points of Contact

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MGen P. M. LEE Jr.	Inspector General
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Ms. A. M. LE BLANC	Counsel
Col C. E. WASHINGTON	Dir, Readiness Div
Col D. E. GRISIER	Dir, Asst and Invest Div
Col P. W. O'TOOLE	Dir, Inspection Div
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CWO-4 R. L. WILLIAMSON	Dir, Admin Support Div
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Relationship with Others

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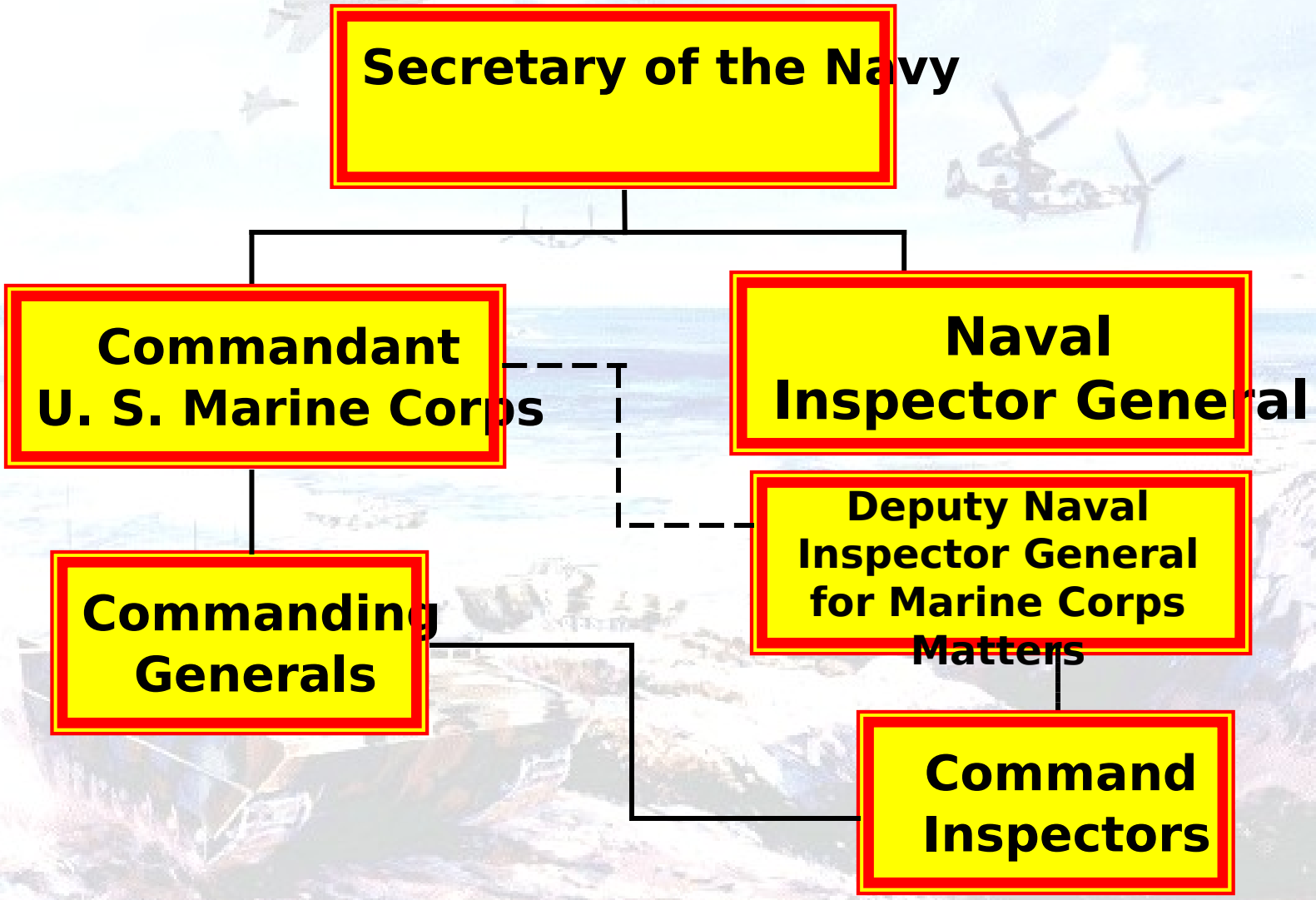
Secretary of the Navy
Commandant U. S. Marine Corps
Naval Inspector General
Deputy Naval Inspector General for Marine Corps Matters
Commanding Generals
Command Inspectors

IGMC Organization

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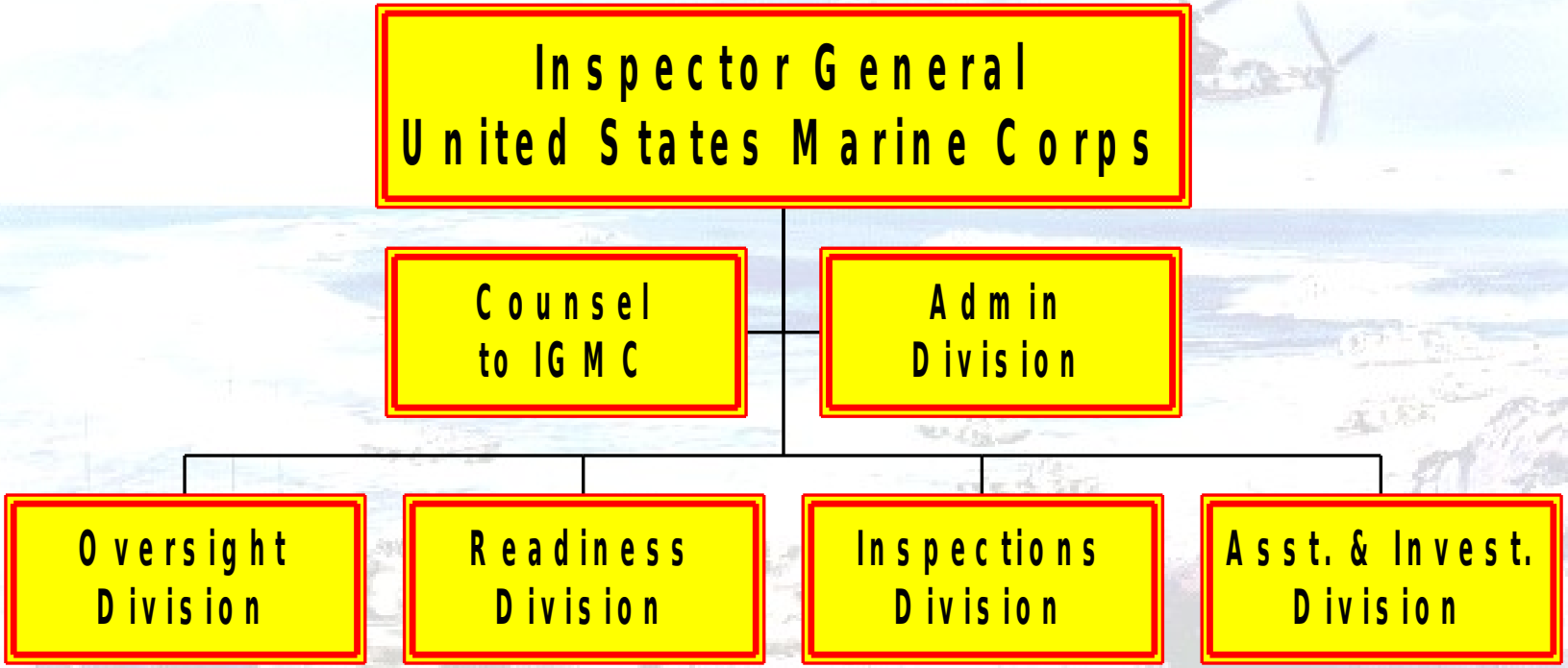

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Oversight Divisio

Oversight Division

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- Oversight of Intelligence and non-intelligence “Sensitive Activities”
- Intel, Counter-intel, focal point actions, special access programs, support to law enforcement agencies, special operations
- Reporting to IGMC on “questionable activities” defined in MCO 3800.2A/ SECNAVINST 3820.3D
- Active and Reserve Components

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Readiness Divisio

ALMAR 185/91 Marine Corps Combat Readiness

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- **IG Readiness Division; Provides Readiness Oversight**
- **Outlines IG task:**
  - **Monitor: Readiness Issues**
  - **Conduct: Short/No Notice Visits**
  - **Identify: Systemic Problems**

Readiness Assessment Team
Visit Benefits

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- **Direct observation / interaction on readiness issues**
- **Focus efforts / resources on deficiencies**
- **External unbiased unit feedback and assessment**

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Inspections Division

Inspection Philosophy

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- Inspected Command is the ‘Customer’
- Foster Climate of Trust and Confidence
- Productive Learning Experience
- Recognize Excellence
- Uphold Commanders’ Authority

Management Tools

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- HQMC Inspection Team (Scalable)
- Standard Checklists (AIRS)
- Functional Area Experts
- Request Mast
- Final Written Report

IGMC Inspections

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- Command Inspection Program (CIP)
- Unit Inspection Program (UIP)
  - Commandant's Special Interest Brief

Command Inspection Program (CIP)

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- Assess CG's Inspection Program
- Triennial Cycle
- Short Notice (96 hours) Inspection
- Functional Area Managers Augment Inspectors

Unit Inspection Program (UIP)

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- Independent Units / Non-warfighting Centers
- 40 Functional Areas
- No Notice Inspections

Special Interest Brief Objectives

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- Understand the Marine Corps Policy on:
  - Fraternization
  - Hazing
  - Sexual Harassment
  - Homosexual Conduct Policy
- Recognize Suicide Prevention Methods
- Request Mast Procedures
- Recognize Traffic Safety Concerns
- Understand Core Values

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Fraternization

Command Responsibilities

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- ***Provide indoctrination and annual training***
- ***Investigate all allegations***
- ***Take appropriate disciplinary action***
- ***<u>Be attentive to personal associations</u>***
  - ***Perception is reality***

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Homosexual Conduct Poli

Homosexual Conduct Policy

Maradmin 014/00 7 Jan 00

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- **Homosexual conduct is <u>incompatible</u> with military service**
- **Separation is <u>required</u> for Marines who:**
  - **Engage in, attempt to engage in, or solicit another to engage in homosexual acts (commission)**
    - **Make personal statements claiming homosexuality - statements provide**

Practical Policy Application

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- **Sexual Orientation is a private matter. Marines will not be asked.**
- **<u>Marines will not be considered homosexual</u> unless demonstrated by personal statement or conduct … a homosexual statement requires processing… PERCEPTION IS NOT REALITY!!!!**
  - **<u>Commanders</u> will not initiate an investigation unless there is <u>credible information</u> that there is a basis for discharge….<u>FACTS</u>**
    - **investigate mistreatment not sexual orientation**
- **Marines are afforded due process (AND PROTECTION) under the UCMJ regardless of perceived or admitted sexual orientation…**

Commanders' Requirements*

CMC MSG dtg 070800ZJan00

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- "If the Marine states that he or she is homosexual or bisexual and does not contest the discharge, **little or no investigation is required."**

- 'If a commander suspects that a Marine has made such a statement for the purpose of separation from service in order to avoid upcoming deployments or who believes that the member is NOT a person who engages in, attempts to engage in, has a propensity to engage in, or who intends to engage in homosexual acts and who desires to investigate into the truth **must obtain authorization from ASN(M&RA) via CMC (MPO)'**

- 'Authorization is **not** required for investigation into acts or marriage.'

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Hazing

MCO 1700.28, 18 June 1997

Physically striking another to inflict pain

Piercing another's skin in any manner

Hazing Examples

- Fashion Show
- Snapping
- Pinning on Chevrons
- Wolfpacking
- Trust Me
- Funneling
- Beretta Bite
- Shellback
- Swirlies
- Tapings
- Flopping
- Psychological Sit-Up
- Ordnance Kiss
- Beaner Bomb
- Pink Bellies
- Sharks and Minnows

MCO 1710.28--"Hazing is prohibited. No Marine, or service member attached to a Marine command, ... may engage in hazing or consent to acts of hazing ..."

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Request Mast

Request Mast

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- A Marine's Request Mast should (normally) be handled within 1 working day (each level)
- Marines should be afforded an opportunity to Request Mast in person
- Commanding Generals may authorize a Request Mast to be reviewed by the Command Inspector
- The Inspector MAY NOT respond to, nor deny a Request Mast, on behalf of the Commanding General, but may make appropriate recommendations

Request Mast

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- Request Mast is the preferred method for submitting Equal Opportunity formal complaints of discrimination, to include sexual harassment
- Request Mast may also be used to address other complaints, such as hazing
- Any interference with a Marine's right to request mast or any attempt of reprisal is expressly prohibited and punishable under the UCMJ

WHAT YOU NEED TO KNOW!

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MCO 1700.23E makes it plain… that the first person in a Marine's chain of command when Requesting Mast is the **first officer with NJP authority.**

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Administrative Division

IGMC Reports

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- Weekly Updates to CMC/ACMC
- Inspection Report/Follow-up Action
- Survey Data from Inspected Organizations
- Other Feedback

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Assistance and Investigations Division

A&I Primary Functions

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- Conduct assistance inquiries
- Manage hotline programs (DOD/Navy/Marine)
- Conduct/direct fraud, waste and mismanagement investigations

A&I Primary Functions (cont)

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- Compile / maintain IG Officer misconduct database
- Conduct Senior Official Investigations (SOI)
- Resolve military / civilian complaints

Common Allegations

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- **Abuse of authority**
  - **Base Commanders**
- **Improper relationships**
  - **Any Grade….Fraternization**
- **Fraud, waste and mismanagement**
  - **Good intentions are no defense**
- **Other**

Common Pitfalls for Commanders

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- Fostering a "Make it Happen" Mentality
- Failing to Consider Appearance of Actions
- Not Ensuring Appropriate Investigations Conducted

Common Pitfalls for Commanders (CONT)

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- **Rebuttal Versus Objective Reporting**
- **Internalizing Problems**
- **Failing to Hold Personnel Accountable**

Military Whistleblower Statute

(10 USC Section 1034)

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- **No person may restrict a member of the Armed Forces in communicating with a Member of Congress or an Inspector General.**
- **No person may take (or threaten to take) an unfavorable personnel action, or withhold (or threaten to withhold) a favorable personnel action, as reprisal against a member of the Armed Forces for making or preparing a protected communication.**

Summary

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TOOLS

- **IG TEAMS – READINESS / INSPECTION**

- **WEB SITES**
  - **Automated Inspection Reporting System (AIRS)**
  - **Command Readiness Initiative (CRI)**

Summary

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What You Need To Know…

- Request Mast
- Equal Opportunity
- Drugs

Hone the edge…

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“Remember, a young 17 year old Marine will run down the muzzle of an enemy rifle just because you say so—make sure it’s worth it.”

MajGen George W. Smith, USMC, Retired

UNITED STATES MARINE CORPS

Inspector General of the Marine Corps

Follow-Up DACOWITS Visit Brief

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Units Assessed, Dates, Methods

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- **Units and Dates (Focus Groups):**
  - 2D FSSG; 2 Oct 01
  - MCB Camp Lejeune; 3 Oct 01
  - MCAS New River; 4 Oct 01
- On-site assessments were also conducted at units within these commands.
- Written surveys were distributed to over 1000 Marines and Navy personnel

Observed Areas of Concern

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- **Sexual Harassment and Gender Discrimination**
  - **Leaders not seen as regularly addressing sexual haras or gender discrimination**
  - **Marines reluctant to file sexual harassment or discrimi complaints for fear of reprisal**
  - **Perception that female Marines have to “prove” thems be accepted**
  - **Marine Corps policies regarding sexual harassment are and have “gray” areas**

Observed Areas of Concern
(continued)

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- **Pregnancy and Single Parenthood**
  - **Perception that "First Term" Marines are getting pregnant at an increasing rate and for wrong reasons**
  - **Marine Corps policy on Pregnancy and Parenthood does not realistically address issues and needs of pregnant Marines and single parents**
  - **Women's Health Care aboard military installations is inadequate**

Observed Areas of Concern
(continued)

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- **Core Values and Equal Opportunity Education and Training**
  - **Perception that there is insufficient gender relat and sexuality training being provided**
  - **Perception that Core Value and EO current meth of conducting training are ineffective**

IGMC Recommendations

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- **Long Term:**
  - **Develop a Campaign Plan**
  - **Review Marine Corps directives and policies for voids and “gray” areas**
  - **Review Core Values and Ethos training/education for improvement at recruit training and entry-level schools**

IGMC Recommendations

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Near Term:

- Publish a CMC White Letter on promoting Core Values and combating sexual harassment/gender discrimination
- Form a Task Force with members empowered to address the issues and overcome organizational inertia
- Direct commanders to develop a forum for junior Marines to be coached/mentored by senior Marines
- Direct a review for improving women Marine

HQMC Road Ahead

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- M&RA has the lead:
  - Currently establishing a "Policy Review Working Group"

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QUESTIONS ?